

## **Teaching residents to evaluate and teach (TREaT) curriculum: Piloting a resident-as-teacher program**

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<b>Keywords:</b>	resident as teacher, curriculum, modules

We have created a resident-as-teacher curriculum to prepare residents as lifelong teachers and educational leaders. The Teaching Residents to Evaluate and Teach (TREaT) program addresses competencies contained in the CanMEDS Scholar, Communicator, Collaborator and Health Advocate Roles. A unique feature of this curriculum is that it has been developed by residents, for residents. A literature review of existing resident-as-teacher programs and adult learning theory was undertaken.

Theme analysis was extracted and used by a group of Internal Medicine residents, with faculty support, to create the pilot modules. Module outlines were vetted, Delphi style, by medical educational content leaders and opinion experts. The pilot modules were delivered to residents in Internal Medicine at McMaster University and evaluated using an objective structured teaching examination (OSTE) as well as pre- and post-module surveys.

The 7-module series consists of the following: (1) principles of adult learning; (2) feedback to residents and medical students; (3) bedside teaching encounters; (4) how to teach the procedure; (5) effective presentations with learning technologies; (6) teaching interprofessional education; and (7) teaching the patient and public-at-large.

In keeping with existing literature, the modules employ multiple educational strategies, including direct observation, problem-based small-group learning, simulator-based exercises and role playing, in a novel 3-year longitudinal curriculum. Pre- and postmodule surveys and results of the resident OSTE stations are currently being analyzed.

This new resident-as-teacher curriculum, authored by current resident teachers, had a robust methodology for its development. It holds promise to be an innovative template for postgraduate programs to address their resident-as-teacher mandates as well as the CanMEDS competencies.